Ontario

Ministry of Labour
Labour Management Services
Collective Bargaining Information Services

Ontario Collective Bargaining Review

2006

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Table of Contents

Foreword

The *Ontario Collective Bargaining Review 2006* provides an overview of collective bargaining activity in Ontario for the year 2006. The information in this report is compiled from collective agreement settlements and work stoppages reported to Collective Bargaining Information Services (CBIS) as at the publication date. The data reflect settlements for Ontario-based employees covered under Ontario or federal jurisdictions. Work stoppages data are reported for employees under Ontario jurisdiction only.

The report consists of five sections. Section I provides data on the total number of agreements settled in 2006 by industry and the total number of employees covered. It also provides information on the stage of settlements, the term of agreements, and the duration of negotiations, as well as an overview of the economic climate in 2006. Section II provides information on wage settlements for public and private sector agreements covering 200 or more employees including negotiated wage increases (current and historical) by major industry. Section III summarizes the key settlements of 2006. Section IV highlights work stoppages data under Ontario jurisdiction and Section V provides an outlook for the year 2007.

Average wage settlement calculations are based on base wage rates and are weighted by the number of employees in each bargaining unit. Estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the calculation of the average annual wage increase, where applicable.

The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages, and settlements of public interest.

Work stoppages reported include strikes and lockouts that last a minimum of one half day, involving two or more unionized or non-unionized workers and result in ten or more person-days lost.

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Executive Summary

- According to records received by Collective Bargaining Information Services, collective bargaining activity in 2006 involved the ratification of over 2,000 collective agreements covering approximately 380,000 employees. Bargaining activity in health and welfare services accounted for 35% of all agreements ratified in 2006, followed by education and related services with 9% and retail trade with 5%.

- Collective bargaining in 2006 occurred in an environment of slowed economic growth. Ontario's real Gross Domestic Product (GDP) grew by 1.4% in 2006 compared to 2.8% in 2005. The weaker GDP growth reflects higher oil prices, a stronger Canadian dollar, weaker U.S. demand for Ontario's automotive and forestry products as well as restructuring in the auto industry. Despite these challenges, Ontario's unemployment rate declined from an average of 6.6% in 2005 to 6.3% in 2006. The Ontario Consumer Price Index (CPI) averaged 1.8% for 2006, a decrease from 2.2% in 2005.

- In 2006, over 97% of collective agreements were settled without a work stoppage. As in previous years, a majority of agreements (95%) were settled through direct bargaining or with the assistance of a conciliator or mediator.

- Wage outcomes in 2006 reached 2.5%, a decrease from 2.7% in 2005. In 2006, average annual wage increases in the public sector averaged 3%, compared to 1.7% in the private sector. The average annual wage increase in the manufacturing sector was reported at 2.2%, compared to 2.5% in non-manufacturing and 3.9% in construction.

- In 2006, 70 work stoppages involving 30,240 employees under Ontario jurisdiction were reported, resulting in 394,600 person-days lost. This represents 0.03% of the total estimated working time.

- In 2007, collective bargaining activity will include the negotiation of agreements expiring in 2007, as well as the continuation of bargaining not concluded in 2006. Agreements covering a significant number of employees in health care, education, federal government, municipal administration, and construction will be expiring in 2007. Major negotiations continuing from 2006 involve the federal and provincial government, school boards, universities, municipalities, utilities, urban transit, hospitals, nursing homes and homes for the aged.

- Collective bargaining in 2007 is expected to take place in an improved economic climate. Private-sector forecasters expect Ontario's economy to improve over the medium term, reflecting a more favourable global economic environment, as U.S. demand picks up steam and the lower Canadian dollar and oil prices stimulate economic activity. The Conference Board of Canada reports that significant changes in Canada's labour force are introducing a new dynamic in collective bargaining in 2007. Management's key priorities will be to improve productivity and workforce flexibility, with some even willing to offer job security. As for labour, bargaining priorities will be driven by its aging membership; for that reason, job security, defined benefit pension and health plans will become a focus.

Ontario Collective Bargaining Review, 2006

Collective Agreements Ratified in 2006

Number of Agreements	2,262
Employees Covered	386,456

Average Annual Wage Increases*

All Settlements	2.5%
Public Sector	3.0%
Private Sector	1.7%

Major Industrial Wage Settlements

Manufacturing	2.2%
Food, Beverage	2.5%
Rubber, Plastics	1.6%
Wood	1.8%
Primary Metals	2.0%
Fabricated Metals	2.1%
Machinery	2.9%
Transportation Equipment	2.3%
Electrical Products	4.1%
Non-Manufacturing	2.5%
Mining, Quarrying	3.4%
Transportation	2.6%
Communications	2.1%
Electric, Gas, Water	3.0%
Wholesale Trade	2.9%
Retail Trade	1.0%
Real Estate, Insurance Agencies	3.2%
Education & Related Services	3.1%
Health, Welfare Services	2.8%
Recreation Services	2.3%
Management Services	1.6%
Accommodation, Food Services	2.7%
Federal Government	2.9%
Provincial Government	3.1%
Local Government	3.0%
Construction	3.9%

** For agreements covering 200 or more employees*
Note: Wage increases may include COLA estimates where applicable

I Collective Bargaining Settlements, 2006

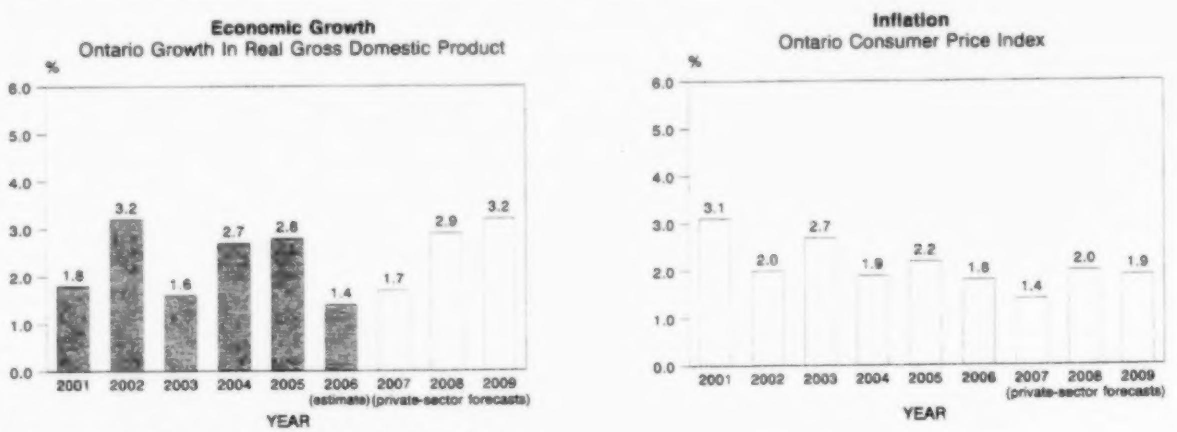
According to records received by Collective Bargaining Information Services (CBIS), collective bargaining activity for 2006 involved the ratification of 2,262 agreements, covering 386,456 employees. These collective agreements represent almost one-quarter of the 9,617 agreements currently on file with CBIS and affect approximately 24% of all Ontario-based employees who are covered by collective agreements.

Of the total number of settlements in 2006, 51% were in the public sector, covering 58% of all employees. By industry, 79% of all agreements reached were in the non-manufacturing and construction sectors, covering 85% of all employees.

Of the 2,262 settlements ratified, 2,097 were renewal agreements (93%), covering 97% of all employees and 133 (6%) were first agreements. Of the remaining settlements, 32 (1%) were extensions of existing agreements.

In terms of the number of employees covered, bargaining activity was concentrated in health and welfare services (84,074), education and related services (81,062), retail trade (54,280), federal government (17,472), local government (16,675), transportation equipment (16,136), and food and beverages (10,705) (Table 1).

Chart 1: Selected Economic Indicators, 2001 – 2009



Source: Statistics Canada and Ontario Ministry of Finance

Economic Climate[1]

Collective bargaining in 2006 occurred in an environment of slowed economic growth. According to the Ministry of Finance Survey of Economic Forecasts (March 2007), Ontario's real Gross Domestic Product (GDP) grew by 1.4% in 2006 compared to 2.8% in 2005. The weaker GDP growth reflects higher oil prices, the stronger Canadian dollar, weaker U.S. demand for Ontario's automotive and forestry products, as well as restructuring in the auto sector. Despite these challenges, 95,000 net new jobs were created in Ontario, an increase of 1.5% from 2005. Ontario's unemployment rate declined from an average of 6.6% in 2005 to 6.3% in 2006. The Ontario Consumer Price Index (CPI) averaged 1.8% for 2006, a decrease from 2.2% in 2005 (Chart 1).

Stage of Settlement

Over 97% of agreements ratified in 2006 (covering approximately 95% of employees) were settled without a work stoppage. Of all agreements settled, 58.3% were concluded with the assistance of a conciliator or mediator, 36.6% were reached through direct bargaining, and 2.7% were settled at arbitration.

In the public sector, 37.4% of agreements were reached through direct bargaining, compared to 35.7% in the private sector. The percentage of agreements settled with the assistance of a conciliator or mediator was 57.7% in the public sector and 59% in the private sector. In the public sector, 45 (3.9%) agreements were reached through arbitration compared to 17 (1.5%) agreements in the private sector (Chart 2 and Table 2).

Term of Agreement

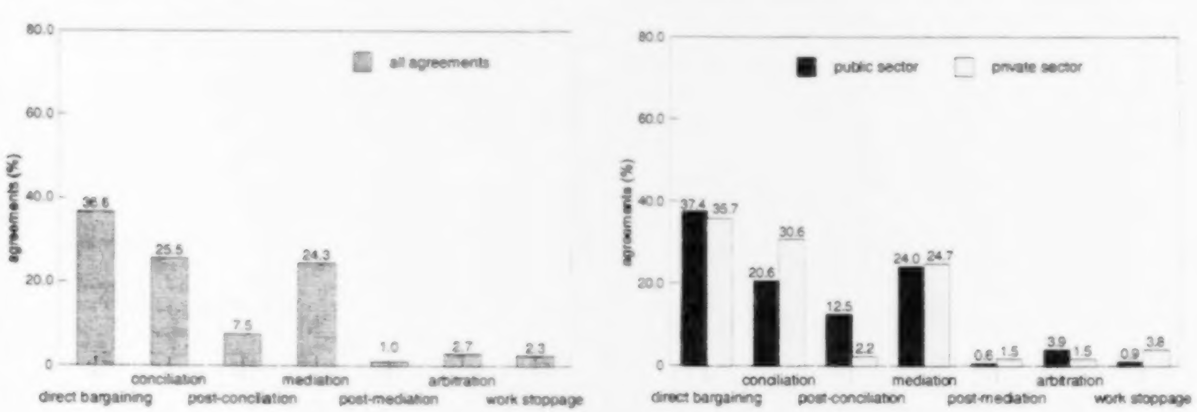
Of all the agreements ratified in 2006, 61% were of a three-year duration, 14% were of a two-year duration, and 17% were of a term longer than three years. The majority of the agreements in the private sector (63%) and public sector (60%) were of a three-year duration. Three-year terms were negotiated for 63% of manufacturing agreements, 60% of non-manufacturing agreements, and 65% of construction agreements (Table 3).

Duration of Negotiations

Data regarding the duration of negotiations are maintained for collective agreements covering 200 or more employees. In 2006, 361 agreements covering a minimum of 200 employees were ratified. The average duration of negotiations in the public sector was 6.1 months compared to 3.6 months in the private sector, for an average of 5.3 months for both sectors. In the public sector, 48% of negotiations lasted between one and three months, compared to 66% for the private sector (Table 4).

[1] *Ontario Ministry of Finance, MOF Survey of Forecasts, and Statistics Canada*

Chart 2: Stage of Settlement, by Sector, 2006



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

II NEGOTIATED WAGE INCREASES IN 2006

Trends

In 2006, 361 agreements covering a minimum of 200 employees were ratified, affecting 281,556 employees. These settlements provided an average annual wage increase of 2.5%, down slightly from 2.7% in 2005. Public sector agreements provided an average annual wage increase of 3% in 2006, compared to 2.7% in 2005. In contrast, the average annual wage increase in the private sector declined from 2.4% in 2005 to 1.7% in 2006 (Chart 3 and Table 5).

Distribution of Increases

Overall, over 36% of employees received average annual wage increases ranging from 3% to 3.9%, while 34% received increases ranging from 2% to 2.9%. Approximately 49% of public sector and 16% of private sector employees received increases ranging from 3% to 3.9%, compared to 43% of public sector employees and 20% of private sector employees who received increases ranging between 2% to 2.9%. Nine private sector agreements, representing approximately 4% of employees, and one public sector agreement, representing 0.8% of employees, were settled without a general wage increase. Seven private sector agreements representing approximately 33% of employees received increases ranging from 0.1% to 0.9% (Chart 4).

Quarterly Wage Settlements

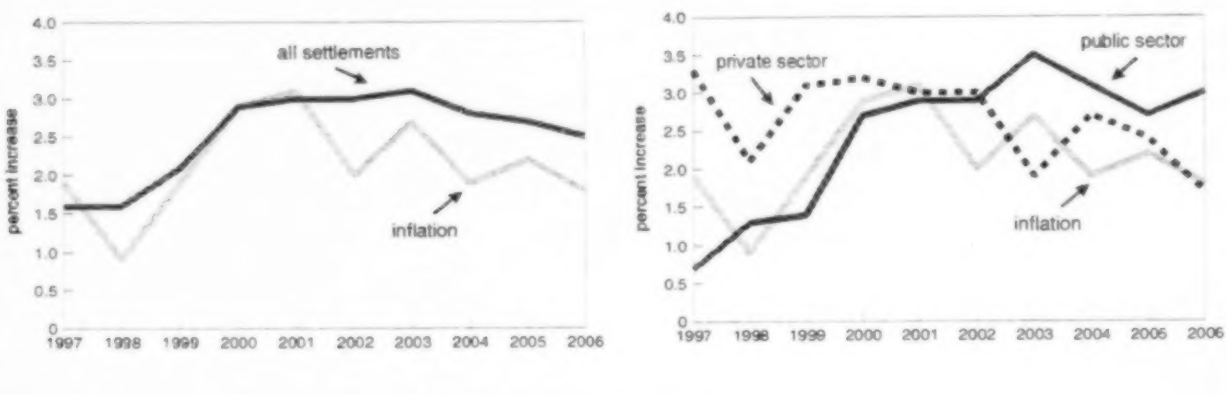
In 2006, overall wage settlements varied from one quarter to the next, with averages ranging from 2.6% to 2.9% with the exception of 1.7% reported in the fourth quarter. Public and private sectors also recorded fluctuating quarterly wage increases, ranging from 2.8% to 3.3% and 1.2.% to 2.6%, respectively (Table 6).

Industry

In 2006, average annual wage increases in the non-manufacturing sector were reported at 2.5% compared to 2.2% in manufacturing, and 3.9% in construction. The highest wage increases in the non-manufacturing sector occurred in other services (4%), mining and quarrying (3.4%), real estate and insurance agencies (3.2%), and in both education and related services and provincial government (3.1%). The lowest increase was in retail trade (1%), followed by forestry (1.5%), and management services (1.6%). In the manufacturing sector, average annual wage increases ranged from 4.1% in the electrical products industry to zero increase in the paper industry.

The 48 agreements with a cost-of-living allowance (COLA) clause provided increases averaging at 2.2%, a decrease from 2.7% in 2005. In comparison, the 313 agreements without a COLA clause averaged at 2.6%, down slightly from 2.7% in the previous year (Table 7).

Chart 3: Wage Increases by Public and Private Sectors, 1997 – 2006



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

III Key Settlements Ratified in 2006

▸ Manufacturing

Food, Beverage

Maple Lodge Farms Ltd. and the United Food and Commercial Workers International Union (UFCW) reached a three-year agreement covering 1,100 employees for an average annual wage increase of 2%.

Primary Metals

Hamilton Steel (formerly Stelco Inc.) and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied and Service Workers Union (United Steelworkers) settled a four-year agreement covering 2,400 employees for an average annual wage increase of 1.8% including COLA.

Stelco Inc. (Lake Erie Steel Co. Division) and 1,000 employees represented by the United Steelworkers settled a 60-month agreement. The agreement provides an average annual wage increase of 1.4% based on COLA fold-in and COLA estimates, in addition to a lump sum payment of $3,000.

Transportation Equipment

Bombardier Inc. (de Havilland Aerospace Division) and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), representing 2,350 production and 400 office employees, settled two three-year agreements. The settlements provided average annual wage increases of 3% including COLA estimates.

National Steel Car Ltd. and the United Steelworkers, representing 2,166 employees, settled a three-year agreement for an average annual wage increase of 2%, including COLA estimates.

▸ Non-manufacturing

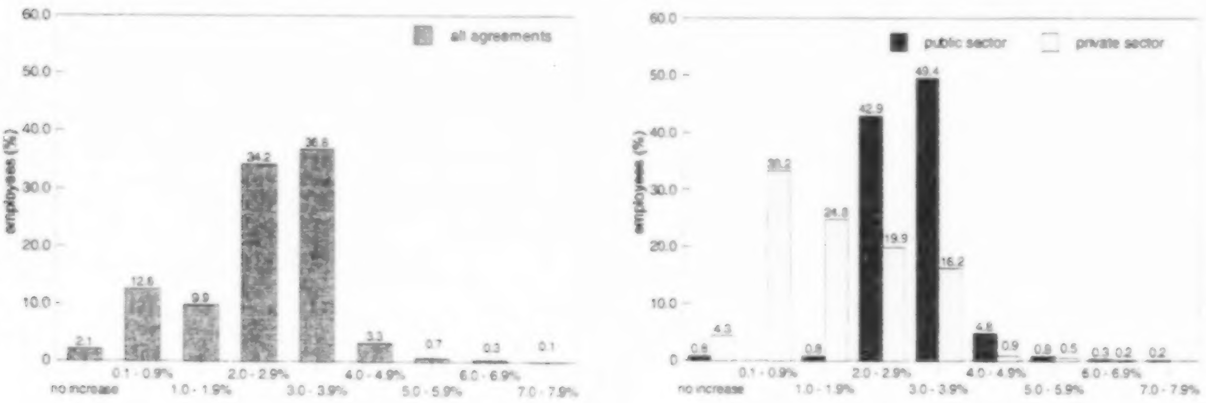
Mining, Quarrying

Inco Ltd. reached a settlement with United Steelworkers representing 3,132 employees. The three-year agreement provides an average annual wage increase of 3.4%, including annual COLA fold-ins, in addition to a signing bonus of $4,000.

Communications

Canada Post Corp. (Revenue Postal Operations) and the Canadian Postmasters and Assistants Association representing 2,000 Ontario-based employees, settled a four-year agreement. The wage settlement provided a 2.5% average annual wage increase with COLA calculated quarterly and paid out yearly.

Chart 4: Distribution of Increases, Public and Private Sectors, 2006



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Utilities

Ontario Power Generation Inc. and the Canadian Union of Public Employees (CUPE) representing 6,935 nuclear and non-nuclear employees settled a three-year agreement for an average annual wage increase of 3% and COLA triggered in the third year.

Retail Trade

The Great Atlantic & Pacific Co. of Canada (A & P) and 10,663 employees at Group 1 & 2 stores, represented by the UFCW, settled a three-year agreement for an average annual wage increase of 1.4%. A & P also settled a three-year agreement with the CAW, representing 1,137 employees at Food Basic Corporate Stores, for an average annual wage increase of 1.7%.

Loblaws Companies Ltd. (Loblaws Supermarkets) and UFCW, representing 15,386 employees at the Real Canadian Superstores and 1,400 employees at the Ottawa stores, reached two four-year agreements for an average annual wage increase of 0.9% and 1%, respectively. UFCW also settled an agreement with Fortinos Supermarket Ltd. The 56-month agreement provided 4,996 employees with an average annual wage increase of 0.8%, in additional to lump sum payments.

Zehrs Market Inc. (Zehrs Supermarket, Real Canadian Superstores, Great Canadian Food Stores) and UFCW reached two four-year agreements for 11,401 employees. The agreements provide an average annual wage increase of 0.9%, including COLA, in addition to lump sum payments.

Education

Carleton University and CUPE representing 1,500 teaching assistants and 525 sessional lecturers, settled two two-year agreements for average annual wage increases of 4% and 6% respectively. Carleton University also settled a three-year agreement with the Academic Staff Association for 825 faculty staff and librarians. The settlement provided an average annual wage increase of 5%.

The University of Ottawa and its two Professors Associations settled two four-year agreements. The agreements provide 1,160 part-time academic staff with an average annual wage increase of 4.9% and 1,000 full-time faculty staff and librarians, with an average annual wage increase of 3.5%, plus a wage re-opener in the final year of the agreement.

The University of Toronto settled four agreements with CUPE and one agreement with the United Steelworkers, covering a total of 6,357 employees. The agreements range from 24 to 36 months in duration and provide average annual wage increases of 3%.

An arbitration award was issued following a work stoppage for the College Compensation and Appointments Council and the Ontario Public Service Employees Union (OPSEU). The award provided 8,748 academic staff with an average annual wage increase of 3.4% over four years.

During 2006, district school boards settled a total of 138 agreements covering approximately 48,132 occasional teachers and support staff. Of the total number of settlements, wage data are available for 70 agreements, each covering a minimum of 200 employees. Of these, 40 agreements covering 21,975 support staff provided an average annual wage increase of 2.6%. Settlements for 21,517 occasional teachers covered by 30 agreements provided a 3.2% average annual wage increase. Overall, the 70 school board agreements cover 43,492 employees and provide an average annual wage increase of 2.9%.

Health and Welfare Services

In the health care sector, centrally negotiated settlements were reached between Participating Hospitals and 14,100 employees represented by CUPE, and 13,600 employees represented by the Service Employees International Union (SEIU). Both settlements provided average annual wage increases of 2.8% over three years. Participating Hospitals and OPSEU reached a centrally negotiated settlement covering 6,600 employees for an average annual wage increase of 3.1% over three years.

The Ontario Nurses' Association (ONA) and Participating Homes reached a jointly bargained settlement that provided 1,600 Registered Nurses and other professionals with an average annual wage increase of 3.6%.

Management Services

Group 4 Falck Canada Ltd. and the UFCW representing 3,000 employees reached a three-year agreement for an average annual wage increase of 0.3%.

Accommodation, Food Services

Cara Operations (Toronto Airport Services Division) settled a three-year agreement with 1,138 employees represented by the United Brotherhood of Teamsters (Teamsters), for an average annual wage increase of 2%.

Other Services

Maple Leaf Sports & Entertainment Ltd. and Teamsters reached an agreement for 1,125 employees. The five-year agreement provided an average annual wage increase of 2.9%.

Federal Government

The Treasury Board of Canada settled six major agreements. The Professional Institute of the Public Service of Canada (PIPSC) settled two-year and three-year agreements for 1,089 Ontario-based architecture, engineering, and land survey employees and 6,491 Ontario-based computer systems employees for average annual wage increases of 2.5% and 3.1%, respectively. The Canadian Association of Professional Employees (CAPE) settled a one-year agreement for 4,800 economics and social science employees and a two-year agreement for 460 translation employees. Both agreements provide average annual wage increases of 2.5%. An eight-year agreement was reached for 1,480 Ontario-based correctional officers for an average annual wage increase of 4.7%. Finally, the Financial Administrators representing 1,472 Ontario-based employees settled a three-year agreement for an average annual wage increase of 2.4%.

Provincial Government

The Government of Ontario and the Ontario Provincial Police (OPP) settled two three-year agreements covering 5,400 uniform and 2,300 civilian employees for average annual wage increases of 3.1%. The Municipal Property Assessment Corp. and OPSEU settled a four-year agreement, providing 1,350 employees with an average annual wage increase of 2.9%.

Local Government

The Ottawa Police Services Board and the Ottawa Police Association, representing 1,161 uniform and 470 civilian employees, reached two 24-month agreements. These agreements provide average annual wage increases of 3.4%. The York Regional Police Services Board also settled three-year agreements for 1,229 uniform and 422 civilian employees for average annual wage increases of 3.1%

An arbitration award for the City of Ottawa and CUPE covering 6,000 inside, outside, and ambulance workers included an average annual wage increases of 3% over two-years.

IV Work Stoppages under Ontario Jurisdiction

During 2006, 70 work stoppages under Ontario jurisdiction were reported, down from 76 in 2005. In terms of the number of employees, work stoppages during 2006 involved 30,240 employees, an increase from 12,239 employees in 2005. However, in terms of the number of person-days lost, work stoppages involved 394,600 person-days lost, a decrease from 403,210 person-days lost in 2005.

Both the public and private sector recorded a decline in the number of work stoppages in 2006. In the public sector, 17 work stoppages were reported, down from 18 in 2005. As for the private sector, 53 work stoppages were reported in 2006, compared to 58 in 2005. The number of person-days lost in the private sector decreased substantially from 323,410 in 2005 to 210,430 in 2006. In comparison, the number of person-days lost increased in the public sector from 79,800 in 2005 to 184,170 in 2006 (Chart 5 and Table 8).

In 2006, work stoppages in the non-manufacturing sector accounted for approximately 64% of person-days lost unchanged from 2005. During 2006, 0.03% of the estimated working time in Ontario was lost due to work stoppages, unchanged from 2005 (Table 9).

V Outlook for 2007

Ontario's growth rebounded in the fourth quarter of 2006 and is expected to strengthen through 2007 as U.S. demand picks up steam and the lower Canadian dollar and oil prices stimulate economic activity. Growth is expected to improve over the medium term reflecting a more favourable global economic environment. Private-sector forecasters are now projecting lower oil prices over the next three years compared to 2006. This is a positive for the Ontario economy, since lower oil prices reduce business costs and leave consumers

with more disposable income to spend on goods and services. The Canadian dollar is expected to be slightly weaker over the next three years compared to 2006, reducing some of the challenges that Ontario's export-oriented manufacturing businesses have faced. According to the survey of private-sector economic forecasters conducted by the Ministry of Finance[2], Ontario's real Gross Domestic Product (GDP) is projected to grow by 1.7% in 2007, 2.9.% in 2008, and 3.2% in 2009 (Chart 1).

Private-sector forecasters expect Ontario's CPI inflation rate to fall to 1.4% in 2007, reflecting lower energy prices, the impact of the 1 percentage point GST reduction and a gradual slowing in home-replacement costs. Once the impact of the 2006 GST cut no longer affects year-to-year price changes and energy prices stabilize, CPI inflation is forecast to average 2% in 2008 and 1.9% in 2009.

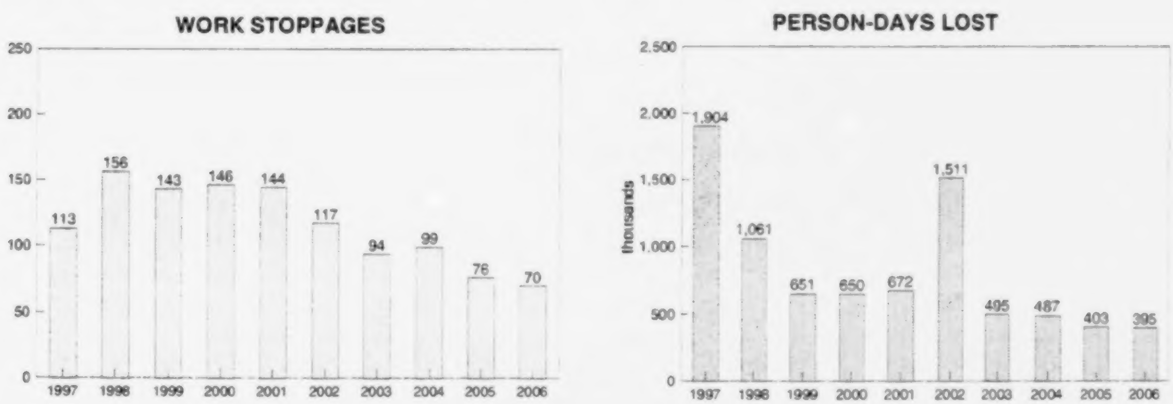
In 2007, collective bargaining activity will involve the negotiation of over 2,378 agreements, and the continuation of bargaining that was not concluded in 2006. Major negotiations continuing from 2006 include the federal and Ontario governments, school boards, universities, municipalities, utilities, urban transit, hospitals, nursing homes, and homes for the aged.

Collective agreements expiring in 2007 cover approximately 489,633 employees. These agreements represent 25% of the 9,617 agreements currently on file and affect 30% of the 1,642,344 employees covered. The private sector will account for 59% of all expiring agreements involving 57% of all employees, while the public sector will account for 41%, involving 43% of all employees. Public sector agreements covering large numbers of employees will be concentrated in health care, education, federal, and municipal administration. Bargaining activity in the private sector will be concentrated in food and beverages, primary metals, retail trade, and construction (Maple Leaf Foods, Algoma Steel, Cami Automotive, ICI and non-ICI construction).

The Conference Board of Canada reports that significant changes in Canada's labour force are introducing a new dynamic in collective bargaining in 2007. Within the context of an aging workforce and predicted labour shortages, employers will compete to hire and retain qualified workers, and unions will struggle to maintain their membership base. With Canada's continued economic growth, the bargaining climate will remain stable, while wage increases for unionized employees are forecasted at 3% in 2007. Management's key priorities will be to improve productivity and workforce flexibility, with some even willing to offer job security. As for labour, bargaining priorities will be driven by its aging membership; for that reason, job security, defined benefit pension and health benefit plans will become a focus.■

[2] *Ontario Ministry of Finance, MOF Survey of Forecasts, and Statistics Canada*

Chart 5: Work Stoppages and Person-Days Lost, 1997 – 2006



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Table 1: Number of Collective Agreements Ratified in 2006 and Employees Covered, by Industry

	Agreements		Employees covered	
	Number	*Percent*	*Number*	*Percent*
ALL INDUSTRIES	**2,262**	**100.0**	**386,456**	**100.0**
Manufacturing	**485**	**21.4**	**59,543**	**15.4**
Food, Beverages	71	3.1	10,705	2.8
Tobacco	1	0.0	12	0.0
Rubber, Plastics	39	1.7	4,092	1.1
Textile	13	0.6	1,220	0.3
Clothing	5	0.2	203	0.1
Wood	13	0.6	2,187	0.6
Furniture, Fixtures	12	0.5	995	0.3
Paper	19	0.8	2,418	0.6
Printing, Publishing	43	1.9	1,727	0.4
Primary Metals	29	1.3	6,503	1.7
Fabricated Metals	88	3.9	6,498	1.7
Machinery	22	1.0	1,803	0.5
Transportation Equipment	48	2.1	16,136	4.2
Electrical Products	17	0.8	2,108	0.5
Non-Metallic Minerals	25	1.1	732	0.2
Petroleum, Coal	3	0.1	69	0.0
Chemicals	29	1.3	1,454	0.4
Other Manufacturing	8	0.4	681	0.2
Non-manufacturing	**1,731**	**76.5**	**325,018**	**84.1**
Forestry	4	0.2	840	0.2
Mining, Quarrying	13	0.6	4,105	1.1
Transportation	60	2.7	7,391	1.9
Storage	12	0.5	750	0.2
Communications	8	0.4	2,490	0.6
Electric, Gas, Water	64	2.8	9,948	2.6
Wholesale Trade	59	2.6	2,524	0.7
Retail Trade	103	4.6	54,280	14.0
Finance	9	0.4	1,153	0.3
Real Estate, Insurance Agencies	27	1.2	2,281	0.6
Education, Related Services	208	9.2	81,062	21.0
Health, Welfare Services	794	35.1	84,074	21.8
Recreational Services	23	1.0	8,551	2.2
Management Services	31	1.4	8,401	2.2
Personal Services	7	0.3	603	0.2
Accommodation, Food Services	71	3.1	7,927	2.1
Other Services	127	5.6	4,093	1.1
Federal Government	16	0.7	17,472	4.5
Provincial Government	7	0.3	10,398	2.7
Local Government	88	3.9	16,675	4.3
Construction	**46**	**2.0**	**1,895**	**0.5**

Table 2: Number of Collective Agreements Ratified in 2006 and Employees Covered, by Stage of Settlement and Sector

	All Agreements		Public Sector		Private Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
ALL AGREEMENTS	**2,262**	**386,456**	**1,159**	**224,774**	**1,103**	**161,682**
Direct bargaining	828	104,768	434	71,252	394	33,516
Conciliation	577	74,442	239	42,177	338	32,265
Post-conciliation bargaining	169	18,706	145	16,442	24	2,264
Mediation	550	145,819	278	67,173	272	78,646
Post-mediation bargaining	23	6,625	7	2,744	16	3,881
Arbitration	62	15,060	45	13,327	17	1,733
Work stoppage	53	21,036	11	11,659	42	9,377

Table 3: Number of Collective Agreements Ratified in 2006 and Employees Covered, by Term of Agreement and Sector

	All Agreements		Public Sector		Private Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
TOTAL	**2,262**	**386,456**	**1,159**	**224,774**	**1,103**	**161,682**
Less than 12 months	7	817	1	57	6	760
12 months	104	10,642	40	7,299	64	3,343
13 to 18 months	11	1,331	5	913	6	418
19 to 23 months	9	633	3	251	6	382
24 months	309	44,087	212	37,664	97	6,423
25 to 35 months	61	4,300	31	2,445	30	1,855
36 months	1,382	204,210	692	117,072	690	87,138
Over 36 months	379	120,436	175	59,073	204	61,363

	Manufacturing		Non-Manufacturing		Construction	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
TOTAL	**485**	**59,543**	**1,731**	**325,018**	**46**	**1,895**
Less than 12 months	3	410	3	372	1	35
12 months	25	1,688	76	8,938	3	16
13 to 18 months	3	138	8	1,193	.	.
19 to 23 months	4	182	5	451	.	.
24 months	41	3,328	264	40,666	4	93
25 to 35 months	9	817	49	3,409	3	74
36 months	306	41,886	1,046	160,939	30	1,385
Over 36 months	94	11,094	280	109,050	5	292

Table 4: Duration of Negotiations of Collective Agreements, Covering 200 or more Ontario Employees, Ratified in 2006, by Sector

	Total		Public Sector		Private Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
TOTAL	**361**	**281,556**	**236**	**174,494**	**125**	**107,062**
1 – 3 months	196	127,253	114	73,789	82	53,464
4 – 6 months	72	69,389	46	25,225	26	44,164
7 – 9 months	40	28,082	27	20,662	13	7,420
10 – 12 months	21	14,598	19	13,981	2	617
13 months and over	32	42,234	30	40,837	2	1,397

	Average Duration of Negotiations
	months
TOTAL	**5.3**
Public sector	6.1
Private sector	3.6

Table 5: Increases Negotiated in Major Collective Agreements in Ontario, Compared to the CPI for Canada and Ontario, 1997 – 2006

	Negotiated Wages (*average annual percent increase*)			CPI (*annual percent increase*)	
YEAR	**All Sectors**	**Public**	**Private**	**Canada**	**Ontario**
1997	1.6	0.7	3.3	1.6	1.9
1998	1.6	1.3	2.1	0.9	0.9
1999	2.1	1.4	3.1	1.7	1.9
2000	2.9	2.7	3.2	2.7	2.9
2001	3.0	2.9	3.0	2.6	3.1
2002	3.0	2.9	3.0	2.2	2.0
2003	3.1	3.5	1.9	2.8	2.7
2004	2.8	3.1	2.7	1.9	1.9
2005	2.7	2.7	2.4	2.2	2.2
2006	2.5	3.0	1.7	2.0	1.8

Table 6: Average Annual Increases in Base Wage Rates in Collective Agreements Covering 200 or more Ontario Employees, Ratified in 2006, by Sector

	All Agreements	Public Sector	Private Sector
	%	%	%
TOTAL 2006	**2.5**	**3.0**	**1.7**
First quarter 2006	2.6	2.9	1.8
Second quarter 2006	2.9	3.1	2.4
Third quarter 2006	2.8	2.8	2.6
Fourth quarter 2006	1.7	3.3	1.2

	Manufacturing	Non-Manufacturing	Construction
	%	%	%
TOTAL 2006	**2.2**	**2.5**	**3.9**
First quarter 2006	2.2	2.7	.
Second quarter 2006	2.3	3.0	3.9
Third quarter 2006	2.4	2.8	.
Fourth quarter 2006	1.9	1.7	.

Table 7: Average Annual Increases in Base Wage Rates in Collective Agreements Covering 200 or more Ontario Employees, Ratified in 2006, by Industry

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
ALL INDUSTRIES TOTAL	**361**	**281,556**	**2.5**	**48**	**55,498**	**2.2**	**313**	**226,058**	**2.6**
Manufacturing	**68**	**33,944**	**2.2**	**19**	**13,052**	**2.2**	**49**	**20,892**	**2.3**
Food, Beverage	13	6,197	2.5	1	540	3.0	12	5,657	2.4
Rubber, Plastics	5	1,807	1.6	.	.	.	5	1,807	1.6
Textile	1	255	2.3	.	.	.	1	255	2.3
Wood	3	1,508	1.8	.	.	.	3	1,508	1.8
Furniture, Fixtures	1	200	2.7	.	.	.	1	200	2.7
Paper	1	649	0.0	.	.	.	1	649	0.0
Primary Metals	7	4,927	2.0	4	3,952	1.7	3	975	3.0
Fabricated Metals	7	2,201	2.1	3	722	1.6	4	1,479	2.3
Machinery	3	1,019	2.9	.	.	.	3	1,019	2.9
Transportation Equipment	22	13,893	2.3	10	7,511	2.3	12	6,382	2.3
Electrical Products	3	791	4.1	1	327	5.4	2	464	3.2
Other Manufacturing	2	497	3.0	.	.	.	2	497	3.0
Non-manufacturing	**292**	**247,112**	**2.5**	**29**	**42,446**	**2.3**	**263**	**204,666**	**2.6**
Forestry	1	540	1.5	.	.	.	1	540	1.5
Mining, Quarrying	3	3,725	3.4	1	3,132	3.4	2	593	3.1
Transportation	10	3,195	2.6	1	287	3.0	9	2,908	2.6
Storage	2	445	2.4	.	.	.	2	445	2.4
Communications	2	2,322	2.1	1	2,000	2.5	1	322	0.0
Electric, Gas, Water	5	7,845	3.0	3	7,165	3.0	2	680	3.0
Wholesale Trade	2	515	2.9	.	.	.	2	515	2.9
Retail Trade	15	49,973	1.0	3	12,501	0.8	12	37,472	1.1
Finance, Insurance Carriers	1	772	2.6	.	.	.	1	772	2.6
Real Estate, Insurace Agencies	3	1,871	3.2	.	.	.	3	1,871	3.2
Education, Related Services	94	74,243	3.1	20	17,361	2.8	74	56,882	3.2
Health, Welfare Services	101	46,207	2.8	.	.	.	101	46,207	2.8
Recreational Services	4	2,995	2.3	.	.	.	4	2,995	2.3
Management Services	9	6,607	1.6	.	.	.	9	6,607	1.6
Personal Services	1	350	2.5	.	.	.	1	350	2.5
Accommodation, Food Services	10	4,416	2.7	.	.	.	10	4,416	2.7
Other Services	1	400	4.0	.	.	.	1	400	4.0
Federal Government	7	16,605	2.9	.	.	.	7	16,605	2.9
Provincial Government	6	10,375	3.1	.	.	.	6	10,375	3.1
Local Government	15	13,711	3.0	.	.	.	15	13,711	3.0
Construction	**1**	**500**	**3.9**	.	.	.	**1**	**500**	**3.9**

Table 8: Work Stoppages and Person-Days Lost, by Sector, 1997 – 2006

Year	Total			Public Sector			Private Sector			Various Industries**		
	No.	No. of Workers	Person-Days Lost	No.	No. of Workers	Person-Days Lost	No.	No. of Workers	Person-Days Lost	No.	No. of Workers	Person-Days Lost
1997	113	176,029	1,904,210	24	133,312	1,368,320	88	17,717	510,890	1	25,000	25,000
1998	156	69,411	1,060,990	53	35,011	300,220	101	25,400	751,770	2	9,000	9,000
1999	143	44,980	651,100	48	27,994	218,330	95	16,986	432,770	-	-	-
2000	146	55,267	649,730	36	29,108	243,560	110	26,159	406,170	-	-	-
2001	144	34,652	671,990	43	21,534	381,710	101	13,118	290,280	-	-	-
2002	117	66,572	1,510,580	31	54,626	1,255,520	86	11,946	255,060	-	-	-
2003	94	23,807	494,880	17	9,915	66,650	77	13,892	428,230	-	-	-
2004	99	20,952	486,840	26	2,117	59,900	73	18,835	426,940	-	-	-
2005	76	12,239	403,210	18	3,486	79,800	58	8,753	323,410	-	-	-
2006*	70	30,420	394,600	17	20,400	184,170	53	9,840	210,430	-	-	-

* *Preliminary*
** *Refers to one-day walkouts at various locations involving workers in various industries*

Table 9: Work Stoppages under Ontario Jurisdiction, 1997 – 2006

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004	99	20,952	212	486,840	23.2	37	0.03
2005	76	12,239	161	403,210	32.9	45	0.03
2006*	70	30,240	432	394,600	13.0	48	0.03

* *Preliminary*